**Meeting: Policing Board**

**Venue: Teams Meeting**

**Date: 21st June 2022**

**Time: 10:00 – 12:10**

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| **Members:** | Dafydd Llywelyn, Police and Crime Commissioner (PCC)Chief Constable Dr Richard Lewis (CC)Carys Morgans, Chief Executive, OPCC (CEX) |
| **Also, Present:** | Beverly Peatling, Chief Finance Officer, OPCC (CFO)Ian Williams, Head of Corporate Finance, DPP (IW)Chief Inspector Chris Neve, Staff Officer, DPP (CN)Ellen Jones, Student Intern, OPCC (EJ) |
| **Apologies:** | Edwin Harries, Director of Finance (DoF) |

**Administrative Matters**

1. **Apologies and Introductions**

The PCC welcomed IW to the meeting in the absence of the DoF.

1. **Update on actions from previous meetings**

Minutes from the past meeting were deemed as a true and accurate record of the meeting.

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| **Decision No** | **Summary** | **To be progressed by** |
| PB T3 34 | The PCC noted the CCs expression of interest in recruiting an 10 recruits during 2022/23 and noted that plans were linked with the single tender report later on the agenda. |  |
| PB T2 35 | The PCC approved that a contract valuing £165,000 excluding VAT be awarded to Police Now for the provision of the Police Now National Detective Programme for 10 recruits commencing in March 2023 |  |

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| **Action No** | **Summary**  | **Update** |
| PB 119 | To progress estates future decisions for South Ceredigion forward operating base and future strategy for Pembrokeshire estates | On Agenda |
| PB 130 | Comparison of all-Wales staff pay & conditions to be undertaken and reported to the Policing Board meeting of 21st June | On Agenda |
| PB 144 | CC to escalate Go Safe governance and finance matters to WCOG and matter to be revisited at a future meeting of the Policing Board | Scheduled for 20/09 meeting |
| PB 146 | Meeting to be arranged with the PCC, CC, DoC, operational lead for victims, Assistant CC, and Head of Criminal Justice to discuss the future commissioning of victims services | In progress with DoC |
| PB 147 | OPCC to consider process for scheduling Policing Board agenda items  | In progress –CEX to discuss with Vetting department re OPCC prioritisation |
| PB 148 | CC to seek reassurance regarding custody CCTV and affray risks | Scheduled until 05/09 PB |
| PB 150 | PCC and CC to visit Westminster to brief MPs prior to summer recess. Visit to also involve PCC’s Policy Advisors for learning session. Additional briefing session to be provided for MSs | In progress -arrangements in place |
| PB 151 | CoS to meet with Superintendent for Specialist Operations to discuss custody CCTV and affray risks | Complete  |
| PB 152 | Next PAB to focus on Forces performance and CC to provide improvement data | Complete  |
| PB 153 | CC and PCC to attend West Midlands Police Force regarding their work upon substance misuse  | Discharged  |
| PB 154 | CC to inform members of COG that the next PiW meeting will be held virtually | Discharged  |
| PB 155 | Risk to feature as the focus for the Policing Board meeting preceding the Joint Audit Committee’s annual review of the Force risk analysis | Discharged  |

***PB 144 - Go Safe governance and finance matters*** *–* The CC informed that the DCC raised this matter on his behalf at the recent Welsh Chief Officer Group meeting (WCOG). IW informed the PCC that he had met with the DoF of South Wales Police to further discuss and informed that a Silver recovery group had been set up. IW informed that it may be appropriate to approach the Welsh Government regarding the basis of the existing grant and the need for this to be re-based to better reflect the activities it was funding. The CFO stated that due diligence needed to be undertaken to ensure the finance forecasting was correct, and stated that it was pleasing to hear of a Sliver recovery group set up and would like line ofsight of this group. The PCC questioned the timescale for the Silver recovery group to be set up to which IW informed mid-July. The PCC raised his concern that the predicted overspend had not been highlighted previously. A discussion ensued, with the CFO stating that the matter was scheduled for the discussion in upcoming Welsh Police Finance & Resources Group. The CFO re-assured the Board, that the matter was on the risk register and identified as anaction table within the annual governance statement..

***PB 147 – Scheduling of Policing Board agenda items****-* The CEX informed the board the OPCC has been successful in appointing a candidate for the Business Manager role. The PCC informed that the office restructure was coming to a conclusion, however the process was being delayed due to externalapplicants awaiting vetting. The PCC stated that it would be beneficial for the OPCC and the Force for the remaining OPCC posts to be given priority for vetting. The CFO also raised the outstanding vetting for new Joint Audit Committee members.

1. **Standing Items**
	1. Chief Constable’s Update

The CC highlighted key issues in the circulated document. Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services had confirmed that the Force had made improvements in its recording of crime, resulting in the discharge of the cause for concern. The CC informed that he had been appointed as the National Poilce Chiefs Council (NPCC) Performance Management Coordination Committee Chair. The NPCC Hub funded a full time Superintendent and that he is seeking to also appoint an individual to support this work. The PCC suggested that it would be practical for the CC to appoint an internal Superintendent for this role to effectively use Force resources.

The Force assured a plan was in place to meet the anticipated levels of summer demand.

The CEX noted that an announcement had been made regarding the Force Review and questioned as to whether there was anything that the OPCC needed to be made aware of, such as the timescale. The CC informed that a Force communication would be issued and that a set of Frequently Asked Questions was also being prepared. The CC also updated on the ongoing process for expressions of interest for a police staff member to to lead the review. The PCC suggested that the Force may wish to prepare for queries regarding financial matters. The CC responded that the unions had been taken through the mid-year financial plan in preparation and thus should be better sighted.

* 1. Police and Crime Commissioner’s Update

The PCC informed that the OPCC restructure was nearing completion with the few remaing posts currently being advertised.

The PCC had chaired a real living wage event alongside IW and the CC. He also stated that the upcoming Policing in Wales meeting would be his last as the chair before the handover to Gwent.

The PCC invited the CC or representative to the open doors event for stakeholders at the construction site of the new custody suite and policing hub at Dafen, Llanelli.

**Action: OPCC to send details of Dafen Site Visit to CC**

* 1. Finance Budget Monitoring Report

IW provided a summary of the documents that had been circulated prior to the meeting. He highlighted specific aspects including the current financial forecast. IW informed that there were some known pressures such as the current fuel inflation and energy costs, but the Force was currently on target with these concerns being considered. IW summarised that the report was predicting an underspend, but the upcoming summer months must be also considered.

The PCC highlighted that the Force needed to plan for fuel and energy price increase and questioned as to whether the Force could promote its staff to travel less. The PCC also highlighted the the recent implementation of solar panels and questioned as to whether there were more opportunities to further use the sustainability fund to help with issues such as energy costs.. The CFO informed that the sustainability fund needed to be reviewed slongisde the widercapital programme and work of the Sustainability Group.

A discussion ensued regarding the Police Now additional cost and its accounting treatment and whether the Force’s training budget would absorb this... The CFO also advised that a review of the capital programme would be undertaken taking cognisance of the year end position.

* 1. HR update

The PCC drew upon the report that was provided. A discussion ensued regarding the Force’s difficulty in recruiting. It was thought this was due to the cost of living pressures and competitive salaries. The PCC questioned whether the Force was doing enough to advertise and target new officers. The CC informed that various recruitments events were being held with young people across the Force,including an online event after A level results to discuss policing as a career option. CN informed that the CC had set up a task and finish group for Welsh speakers with its focus being on recruitment. CN stated that PCSO’s were proactively advertising opportunities with information cards offering engagement events to hand to members of the public. The Force stalls at the upcoming Eisteddfod and Royal Welsh would also focus on recruitment . School Liaison Officers had been tasked with a recruitment plan and the PCC’s Head ofCcommunications and Engagement was involved with its delivery.

A discussion ensued regarding police officer pay, pension costs and the need for the Force to ensure clarity over its strategic workforce planning..

The CFO informed that the grant terms and conditions for the Police Uplift Porgramme grant t had changed for this year and highlighted that the Force must remain cautious to ensure that the terms and conditions were fully met. A discussion ensued in relation to the expression of interest to recruit an additional 10 officers during 2022/23, which would attract additional in year specific grant. The CFO also queried the threshold recruitments levels to satisfy the HO. The PCC thanked the CFO for highlighting the more onerous conditions.

**Decision: The PCC noted the CCs expression of interest in recruiting an 10 recruits during 2022/23 and noted that plans were linked with the single tender report later on the agenda.**

1. **Focus:** Force Delivery Plan

The PCC confirmed he had received an early draft of the force delivery plan for his information. He suggested that his Head of Strategy and Policy work alongside Superintendent Andrew Edwards regarding the Force’s response to the Police and Crime Plan. The PCC also suggested that the matter be revisited at a Policing Board meeting in September.

**Action: OPCC Head of Strategy and Policy and Supt Andrew Edwards to work on the Force’s response to the Police and Crime Plan**

**Action: Force delivery plan to be discussed at Policing Board meeting of September 20th**

1. **Matters for Discussion**
	1. All-Wales staff pay and conditions

The CC informed the PCC that a paper had been presented at the Joint Negotiating and Consultative Committee meeting. The PCC was pleased to hear that the Force hadre-opened the conversation on redundancy packages with UNISON .

1. **Matters for Decision**
	1. Estates

The CC informed that there was stability within Carmarthenshire and Powys with a single site for a base within Powys to be assessed, with the possibility of a joint department with the fire service.

The PCC questioned the time scale for the End to End review. The CC requested that the next Policing Board focus on the rape review and sexual offending. The PCC agreed, suggesting that the End to End review be considered at a September Policing Board.

**Action: Next Policing Board meeting to focus on rape review and sexual offending**

**Action: End to End review to be the main focus of the Policing Board meeting of 4th September**

* 1. Single tender award report

The CFO advised that she had discussed the report and had made a number of suggestions to amend, which had been actioned and was therefore happy to recommend approval,. The PCC approved that a contract valuing £165,000 excluding VAT be awarded to Police Now for the provision of the Police Now National Detective Programme recruitment

**Decision: The PCC approved that a contract valuing £165,000 excluding VAT be awarded to Police Now for the provision of the Police Now National Detective Programme for 10 recruits commencing in March 2023**

1. **Any Other Business**

The CC informed that he would be giving evidence relating to drugs to the Home Office Select Committee in the coming weeks.

1. **Review of all actions and decisions taken** (Chair)

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| **Action No** | **Summary** | **To be progressed by** |
| PB 156 | OPCC to send details of Dafen Site Visit to CN | EJ  |
| PB 157 | OPCC Head of Strategy and Policy and Supt Andrew Edwards to work on the Force’s response to the Police and Crime Plan | CB  |
| PB 158 | Force delivery plan to be discussed on September 20th PB | OPCC / CN |
| PB 159 | Next PB meeting to focus on Force performance on Rape Review and Sexual Offending | OPCC / CN |
| PB 160 | End to End review to be the main focus of the Policing Board meeting of 4th September | OPCC / CN |